

**FACTORS THAT HINDER FEMALE EMPLOYEES CAREER DEVELOPMENT  
IN THE PUBLIC SECTOR ORGANISATIONS IN LIBYA**

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## **Abstract**

This study examined the Factors that hinder female employees career development in the public sector organisations in Libya. This is to examine the influence of the factors i.e. gender stereotyping societal culture and glass ceiling on women advancement in organizations in Libya .The result shows all the variables are related with the result showing moderate relationship .A multiple regression was also conducted to see the variance among variables.

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## **CHAPTER ONE**

### **1.1 Introduction**

Over the past decades, women have made significant strides, whether gauged in terms of increased labor force participation, improved educational attainments, or higher literacy rates. These accomplishments however have not been paralleled by an improvement in employment conditions, in access to work opportunities at higher levels of organizations or equal access to fair and equitable pay (Jamali, Sidani and Kobeissi 2008). Widely shared assumptions of typical women's characteristics and norms for adequate behaviour within a societal context influence the advancement of women to powerful positions. These assumptions involve in what respects women differ from men (e.g. whether women have specific abilities, skills, preferences) and what status and roles are appropriate or not appropriate for women. Organisations adopt cultural ideals and apply them in their HR policies (Dobbin and Sutton, 1998; Kelly and Dobbin, 1998); individuals encounter these ideals as important guidelines for making decisions and evaluating the fairness of their roles (Major and Schmader, 2001).

Gender stereotypes are automatically activated and can be particularly damaging for women in leadership roles where masculine, as opposed to feminine, attributes are often considered essential (Chemers & Murphy, 1995; Fiske, 1998; Kunda & Spencer, 2003). Eagly and Karau's (2002) role congruity theory asserts that the agentic qualities thought requisite in the leadership role are incompatible with the predominantly communal attributes associated with women, thus resulting in prejudice against female leaders. This prejudice has been empirically demonstrated to result in less favorable attitudes toward female leaders, greater difficulty for women to reach elite leadership positions, and greater difficulty for women leaders to be viewed as effective.

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